

ANNEXE

Annex 2.1: Kapit-Bisig Laban Sa Kahirapan – Comprehensive and Integrated Delivery of Social Services: Kapangyarihan at Kaunlaran sa Barangay (KALAHI-CIDSS: KKB)

Fact Sheet

Total Project Cost	:	P9.3 Billion (US \$ 182.4 M)
World Bank Financing	:	P5.1 Billion (US \$100 M, 55%)
GOP Counterpart*	:	P1.6 Billion (US \$ 45.1 M, 17%)
Local Contribution*	:	P2.6 Billion (US \$ 37.3 M, 28%)
Project Duration	:	Six Years (Yr 2003-2008)

Project Description

KALAHI-CIDSS: KKB is a community-driven poverty reduction program with elements from the CIDSS program of DSWD.

Objectives

- a) People empowerment
- b) Improvement of local governance and people's access to their governments
- c) Provision of seed funds for community investment programs, thus, the reduction of poverty.

Project Components

- a) Social mobilization, Capacity Building, Implementation support
- b) Seed Funds for Community Development
- c) Monitoring and Evaluation (M&E) Studies

Target Areas (indicative)

- Some 5,030 Barangays in 197 Municipalities of 40 Provinces (Approximately 1.9M households)
- Bottom provinces, 1/4 of all municipalities with all barangays participating
 - 20 urban poor barangays with all puroks participating

Annex 2.2: The Poverty-Free Zone

Nature:

A Poverty-Free Zone is a defined poverty stricken municipality or a cluster of barangays that are contiguous to each other for the purpose of implementing the DOLE's integrated program of Aksyon Laban sa Kahirapan or the Poverty-Free Zone Program.

Objectives:

The Poverty-Free Zone Program or the Aksyon ng Sambayanan Laban sa Kahirapan is an area focused strategy adopted by the Department of Labor and Employment (DOLE) to assist target

communities to become self-reliant, through the provision of opportunities for adequate and sustainable livelihood and income for its member families.

It is designed to organize and focus the delivery of various services to achieve systematic and rational convergence of services/assistance of government agencies and private organizations that can successfully transform these target communities to become self-sufficient.

The interventions to the target communities shall be deemed complete when the members and their families already have gainful sources of income that can sustain more than their basic needs.

Guiding Principles

- 1) The provision of decent and productive employment, whether in the formal or informal sector is an important principle of the program;
- 2) Livelihood and micro-entrepreneurial activities created or supported under the program and have the potential to graduate into small and medium enterprises must be supported not only as an income augmenting activity but also as an employment generating strategy;
- 3) Coordination and collaboration of between and among the public and private sectors is an essential condition for the attainment of the objectives of the program particularly in the delivery of programs and services to the communities.

Annex 2.3: Philippine Crop Insurance Corporation

The crop insurance program (the appropriate term really is *agricultural insurance* since it already covered livestock and other non-crop agricultural assets) is being implemented in the Philippines by the **Philippine Crop Insurance Corporation**, a government-owned and controlled corporation organized by virtue of Presidential Decree 1467 issued in 1978. Its charter was later revised to give it some legal impetus to expand and to adopt to current circumstances and is now operating under RA 8175.

It started its palay (paddy rice) insurance operations in May 1981 (Product Line Summaries) and later expanded to corn insurance in July 1982, an interim cover for tobacco in September 1991 and to High Value Commercial Crops (HVCC) in October 1993. In October 1993, it also joined the Pool of Livestock Insurers, now the PLMSC, to undertake livestock insurance covering cattle, swine, goats and poultry. As an aside and in order to expand its reach, the PCIC also administered the Comprehensive Agricultural Loan Fund (CALF) Guarantee Program of the DA and its policy arm, the Agricultural Credit Policy Council. It started with the multi-risk guarantee coverage for priority crops in October 1988, which shifted to credit guarantee in September 1991. It also implemented the Fisheries Sector Program (FSP) guarantee Fund of the DA-ACPC, which concluded its operation only in December 2000.

Mandate

As the implementing agency of the agricultural insurance program of the government under P.D. # 1467, as amended by R.A. 8175, PCIC is mandated to provide insurance protection to the country's agricultural producers particularly the subsistence farmers, against:

Loss of their crops and non-crop agricultural assets on account of natural calamities such as typhoons, floods, droughts, earthquakes and volcanic eruptions, plant pests and diseases, and/or other perils.

PCIC can also provide guarantee cover for production loans extended by lending institutions to agricultural producers for crops not yet covered by insurance.

Mission...

PCIC as an agricultural insurer is committed to help stabilize the income of agricultural producers and promote the flow of credit in the countryside by:

Providing insurance protection to qualified farmers and other agricultural stakeholders against losses of their crops and produce, including their farm machineries and equipment, transport facilities and other related infrastructures arising from natural calamities, pests and diseases, and other perils beyond their effective control;

Extending innovative and client-responsive insurance packages and other services thru peoples' organizations including farmers' cooperatives, agricultural lenders and service providers.

Vision

We envision the Philippine Crop Insurance Corporation as:

A viable service-oriented government institution attending to every insurance need of subsistence farmers and other agricultural stakeholders with utmost professionalism, integrity and efficiency;

A corporate body working with strong network of insurance and agricultural intermediaries in the spirit of partnership and oneness of purpose; and

A key factor in realization of vibrant and progressive rural economy where Filipino farmers work with peace of mind under the protective mantle of agricultural insurance.

The Organization

PCIC's operation is decentralized up to the Regional level to bring the program closer to its farmer-clientele and to enable it to immediately respond to their needs especially in times when calamities struck. It is imperative that claims will have to be settled expeditiously to augment farmers' funds to enable them to "replant" as soon as conditions are favorable. To make them more effective, these Regional Offices are given some degree of autonomy with the authority to settle claims at their level based on policies and operating guidelines laid down by the Head Office (see PCIC's Organizational Chart, PCIC's Head Office Officers).

As it is, PCIC's policy making body is composed of a seven-member Board of Directors. The seven (7) members are made up of the following: the President of the Land Bank (LBP), the President of the Corporation, the Executive Director of Agricultural Credit Policy Council (ACPC), one(1) representative from the private insurance industry, three (3) representatives from the subsistence farmer sector preferably representing agrarian reforms beneficiaries/ cooperatives /associations coming from Luzon, Visayas and Mindanao.

The representative of the private insurance industry to be nominated by the Secretary of Finance and the three subsistence farmers representatives to be nominated by the farmer organization, to be appointed by the President of the Philippines. The President of the Corporation to be appointed by the President, the chairman of the Board to be appointed by the President from among the Board Members. The President serves as the Chief Executive Officer and main implementor of the program.

PCIC Programs

Regular Insurance Programs:

1. Rice and Corn Crop Insurance

An insurance protection extended to farmers against losses in rice and corn crops due to natural calamities as well as plant pests and diseases.

Eligibility

Borrowing Farmers - for those obtaining production loan under the government supervised credit program;

Self-Financed Farmers - optional, provided they agree to place themselves under the supervision of a PCIC accredited Agricultural Production Technician.

Amount of Cover (per hectare)

Palay:

Regular Cover (max. AC) - P16,800.00

Hybrid Rice (F1) - P20,000.00

Corn:

Open-pollinated variety - P 8,000.00

Hybrid variety - P14,000.00

Premium Subsidy

Government premium subsidy is for subsistence farmers only (those who are tilling 7 has. or less rice/corn land)

Period of Cover

From direct seeding or upon transplanting up to harvest provided that insurance shall commence from the date of issuance of the Certificate of Insurance Cover (CIC) or actual direct seeding or upon transplanting for rice and emergence of the first leaf for corn.

Type of Insurance Coverage

Natural Disaster Cover - damage due to typhoon, flood, drought, volcanic eruption, and earthquake;
Multi-Risk Cover - includes risks due to natural disasters, plus pest infestation and diseases.

Filing of Application for Insurance Coverage

For Borrowing Farmers:

- Individual borrowing farmer may file his application for production loan with a lending institution/bank;
- Borrowing farmers as a group must submit List of Borrowers (LOB), Standard Farm Plan and Budget (SFPB) and Control Map (CM)/ Location Sketch Plan (LSP)

For Self-Financed Farmers:

- Should file Application for Crop Insurance (ACI) any day before actual transplanting/direct seeding.
- Individual Farmer may file ACI with PCIC Insurance Underwriter, accredited solicitor or underwriting agent;
 - Farmers applying for coverage under the Group Crop Insurance Scheme (GCIS) shall submit the following:
 - List of Participants (LOP)
 - Standard Farm Plan and Budget (SFPB)
 - Control Map (CM) / Location Sketch Plan (SFPB)

Premium Rate and Sharing

Premium rates varies with risk classification, crop season, and region.
Example of Farmers Share for Palay crop and Medium-Risk areas:

	Natural Disaster		Multi-Risk Cover	
	Wet Season	Dry Season	Wet Season	Dry Season
Region 6	2.09	2.27	2.34	2.54
Region 7	3.92	3.70	4.33	4.27
Region 8	3.54	2.70	5.19	4.66

- Filing of Notice of Loss
 - Notice of Loss (NL) should be filed within 10 calendar days from occurrence of loss.
 - Where damage is gradual or progressive, NL should be filed not later than 20 calendar days before the scheduled date of harvest.
 - Claims for Indemnity (CI) should be filed within 45 calendar days from occurrence of loss.

- Loss Adjustment and Claims Settlement
 - Team of adjusters shall be constituted composed of:
 - 1 from PCIC
 - 1 from DA/LGU/DAR/NIA
 - 1 from designated member of the farmers' organization (if claims is under GCIS)
 - The General Assessment Team shall be constituted during occurrence of widespread calamity and or pest/disease infestation.
 - Claims shall be adjusted and settled on individual or collective basis.

2. High-Value / Commercial Crop Insurance

An insurance protection extended to farmers against losses in high value/commercial crops, due to natural calamities and other perils such as pests and diseases. The list of high value/commercial crops includes asparagus, banana, cassava, sugarcane, tomato, peanut, potato, garlic, onion, and industrial trees.

3. Non-crop Agricultural Assest Insurance

An insurance protection extended to farmers against loss of their non-crop agricultural assets like warehouses, rice mills, irrigation facilities and other farm equipment due to perils such as fire and lightning, theft, and earthquake.

Fire and Lightning Policy:

For buildings/warehouses used for storage of agricultural goods/products, machineries/equipment and or industries engaged in processing of agricultural produce, agricultural farms such as poultry, piggery, stable, etc.

Property Floater Policy:

For agricultural machineries, facilities, farm implements (tractors, trailers, water pumps, etc.)

Commercial Vehicle Policy:

Commercial vehicle used for hauling/transport of agricultural produce/goods.

Special Insurance Programs:

1. Livestock Insurance

An insurance protection for livestock raisers implemented by PCIC as a member of the Philippine Livestock Management Services Corporation (PLMSC). This is a cover against loss of carabao, cattle, swine, goat, and poultry due to accidental death or diseases.

Type of Policies:

Backyard Policy (Livestock Mortality Insurance Policy)
 Commercial Policy (Cattle and Swine Mortality Insurance)
 Poultry (Poultry Catastrophe Insurance Policy)

2. *Pagkain Sigurado pag may Siguro sa Sakahan (PASIPAGAN)*

An insurance program for rice and corn crops in support of the Food Security and Poverty Alleviation Program of the government. This is implemented through cooperative rural banks, rural banks, non-government organizations and other lending conduits where farmer-borrowers can automatically be insured with PCIC.

3. *Aquaculture / Fisheries Insurance*

An insurance program designed to protect fish farmers/growers against loss of their crops/stocks in fishponds, fish cages, fish pens and other aquaculture projects prioritized by the Bureau of Fisheries and Aquatic Resources due to natural disasters and other perils that may be covered on case to case basis.

4. *Tobacco Industry Insurance*

With the National Tobacco Administration, the PCIC can extend insurance protection to tobacco farmers/stakeholders against losses of tobacco crop due to natural calamities as well as other perils.

5. *GMA-Hybrid Rice Insurance Program*

In support of the GMA - Hybrid Rice Program of the Department of Agriculture, the PCIC can extend insurance protection to hybrid rice (A x R) seed growers and hybrid rice (F1) commercial producers against losses due to natural calamities, pests and diseases.

Source: <http://www.pcic.da.gov.ph/Products.html>

Annex 2.4: Profile of the PAKISAMA Mutual Benefit Association Inc. (As of November 30, 2002)

Name: *PAKISAMA Mutual Benefit Association, Inc. or PAKISAMA Mutual or PMBA*

Date founded: August 17, 2002

Registration: Securities and Exchange Commission and Insurance Commission



Purposes: The Vision, Mission & Objectives of the PAKISAMA Mutual is as follows:

Vision:

We shall endeavor to be the leading provider of mutual benefit services among the Filipino masses to promote their well-being and their financial security, including that of their families, their communities and the nation, in general, under the principle of "One For All And All For One."

We shall have met this when our members and our mother organization - the PAKISAMA think of us as their mutual benefit provider; when our employees and Kadamays prefer to work with us; and when our partners think of us as worthy of their trust.

Mission:

Our mission is to serve the needs of the ordinary Filipino family as a supportive friend throughout their lifetime from generation to generation. We shall endeavor to provide them with a family oriented, integrated, affordable and responsive mutual benefit services in times of need under the principle of “One For All And All For One.”

We shall also strive to contribute to the development of poor communities and peoples’ organizations to the best of our abilities. And to conduct ourselves in a manner that will bring honor to the good name of the Association.

We shall pursue this mission guided by our core values of self-help, self-responsibility, democracy, equality, equity and solidarity.

Objectives:

- a) To provide financial security to the constituency of the PAKISAMA and their beneficiaries upon the occurrence of covered contingencies;
- b) To promote and advance the various interests of the PAKISAMA members and their beneficiaries which will enhance their social and economic well-being;
- c) To encourage savings generation and provide loan protection services for the credit programs being undertaken by the Association and/or its chapter organizations;
- d) To develop insurance and savings consciousness among its members through education and other forms of information strategies;
- e) To establish chapters throughout the country.

Programs

- a) Micro-insurance for poor households;
- b) Education and training for its members.

Brief Background: Peasant-led Micro-insurance Program

The *Pambansang Kilusan ng mga Samahang Magsasaka* or PAKISAMA is a national peasant confederation. It is composed of 30 local peasant federations with a combined reach of 100,000 small farmers, fishers and rural women in 28 provinces nationwide. Two of these are national sectoral federations of rural women and fishers, namely, the LAKAMBINI and the MAMAMAYAN.

Since PAKISAMA’s establishment in 1986, it has been a consistent advocate of the peasant rights and welfare and an avid promoter of smallholder agriculture and fishery in the country. PAKISAMA is recognized as one of the leading peasant organizations in the revitalization of the Philippine peasant movement especially in the pursuit of genuine agrarian reform, fishery reform and rural development.

Some of the popular advocacy initiatives of the confederation were the famous Hunger Strike of Mapalad Farmers from Sumilao, Bukidnon, the national campaign for the recovery of the Coco Levy Fund and the Great Jubilee Pilgrimage Against Hunger. The Jubilee Pilgrimage was a multisectoral nationwide pilgrimage advocating the five Rs of the Jubilee Year, which includes the call to Reclaim the Land.

Hand in hand with its advocacy efforts, the PAKISAMA is also delivering one of its traditional services, which is membership education, which includes organizational development and gender mainstreaming.

However, just like any association of the poor, it is has also evolved into a mutual aid organization. One of the traditional services along this line is the farmer-to-farmer extension program aimed at promoting sustainable agriculture and improving farm productivity.

In return for these services, the members and its broad constituency are expected to contribute membership dues and other fees to support the programs and services of the confederation.

From this standpoint therefore, the continuing relevance and viability of a peasant organizations such as the PAKISAMA is tied up with its quest for developing membership services that has the required quality, reach and depth that can be appreciated by its rank and file members and its quest for financial independence.

One of the expected mutual aid services of the confederation is the development of socio-economic enterprises that can support the livelihood initiatives of its affiliates and rank and file members. In one meeting of its National Executive Committee, the leadership was asked, what core business services can provide the biggest impact to the livelihood of small farmers and fishers. They responded that PAKISAMA could focus on the development of *CREDIT*, *TRADING* and *INSURANCE* services.

Credit, because many of its affiliates and individual members have limited access to formal financing sources simply because they do not meet the minimum criteria of these formal sources.

Trading, because many of PAKISAMA's affiliates expect its confederation to assist them in finding better market arrangement for the products of their rank and file members.

Insurance, because PAKISAMA's leadership recognizes the need to reduce the vulnerability of the poor especially during unexpected crisis in their life.

Social Protection Through Micro-Insurance for the Rural Family

- ***What pushed PAKISAMA to set-up its own micro-insurance program?***

PAKISAMA decided to set-up its own social protection program after the PhilHealth and the Social Security System (two of the government's social protection agency for the private sector) did not entertain its proposal of the PAKISAMA to establish a joint cooperation between them and these institutions during the time of the Estrada administration. The proposal essentially was to

facilitate the entry of the PAKISAMA's rural poor constituency into the programs of these government institutions along the lines of their cooperation program with the LGUs for the poverty groups in their respective provinces or municipalities.

- ***Why micro-insurance?***

The PAKISAMA decided to develop a micro-insurance program for its constituency because its membership are mostly the rural poor coming from the ranks of small farmers, tenants, farm workers and fishers whose average income hovers around the poverty threshold of the country.

Despite this socio-economic profile, the PAKISAMA constituency are willing to pay premium for these services but in micro-prices. So what PAKISAMA did was to come up with five different micro-insurance plans whose premium ranges from as low as P35 to P185 pesos per month and with corresponding set of benefits in the event of death or accident for the insured member.

Under the leadership of the PAKISAMA and with the warm support of its development partners such as the LTO, the Agriterra and the Interpolis Re, it was able to launch last August 17, 2002, the PAKISAMA Mutual Benefit Association, Inc. (PMBA). The PMBA or the PAKISAMA Mutual will serve as the social insurance arm of the PAKISAMA and its mass membership in line with its efforts to provide quality services to its members.

Development Partners:

Three development partners from the Netherlands support our Association--the PAKISAMA Mutual, namely: the ***LTO-Nederland***, the ***Agriterra*** and the ***Interpolis Re***.

The ***LTO-Nederland*** is the national federation that binds regional and professional organizations from the agricultural and horticultural fields whose main constituency comes from the growers, livestock farmers and arable farmers. It was founded in 1995 and aims to promote the interests of its affiliates in the social and economic aspects.

Agriterra was founded in 1997 by the Dutch rural people's organizations as its solidarity arm such as the LTO-Nederland. Agriterra's goal is to promote, facilitate and support lasting cooperation linkages between rural people's organizations in the Netherlands and in developing countries such as in Asia, Africa, Latin America and Central & Eastern Europe

Interpolis Re is a reinsurance subsidiary of the Interpolis--one of the largest insurance companies in the Netherlands. Interpolis is an insurance enterprise with a co-operative character, which traces its roots 100 years ago from Catholic farmers unions, cooperatives (Ra/Bo), mutual fire insurance companies and (BTL) pension fund group. The Interpolis is part of the financially rated triple A (AAA) Rabobank Group.

Annex 2.5: Summary of Social Welfare, Assistance and Insurance Benefits in a Sample Collective Bargaining Agreement

Contracting parties:

DOLE Philippines , Inc. and the ***Pawis ng Makabayang Oberero-National Federation of Labor (PAMAO-NFL)***

Duration of CBA:

Five (5) years from February 11, 1996.

Summary of Social Welfare Benefits contained in the CBA:

A *Pulmonary TB leave* equivalent to 18-20 working days paid sick leave plus SSS sickness allowance, with the company shouldering the difference between basic wage and SSS sickness allowance.

A *Maternity leave* with full pay in accordance with law, plus 12 days after delivery if all vacation and sick leaves have been exhausted, with the company paying the difference between full wages and that which is provided by the SSS for the entire duration of the maternity leave (60 or 78 days).

The CBA also ensures that the company provides for a defined range of *out-patient treatment* for the employee and his/her immediate dependents, a *hospital confinement* again for a defined range of benefits not exceeding P50,000.00 per illness per year for each employee and up to P40,000.00 per illness per year for the employee's immediate dependents. These amounts are over and above those provided under appropriate laws. On health insurance benefits.

An *annual Physical Examination* to be paid by the Company for each employee is also provided.

A *fully-funded, company-shouldered and company-administered retirement plan* is set up with vesting benefits schedule from 10 years of service upwards to full retirement is part and parcel of the CBA, which is over and above other benefits the employee is entitled to under the Social Security system.

In case of *redundancy*, the employees receives a separation pay of 40 days per year of service plus a P3,000.00 relocation assistance

A *Family Education Assistance* is granted to each member of the bargaining unit in the amount of P1,300.00 to be paid two weeks prior to every annual school opening.

A *Group Life Insurance Plan* is provided by the company under the CBA in the amount of P150,000.00 per employee with double indemnity in case of accidents. In addition , a Physical disability benefit over and above what law provides is also given, ranging from P5,000.00 15,000.00

On occupational health and safety, the company is obligated by law and by contract to provide for safety devices. A Health and Safety program is also operational.

A *death aid* of P10,000.00 is also granted to the heirs of an employee who dies.

Note:

The provisions of this CBA include standard economic benefits such as: hours of work, work opportunities, rates of pay and job evaluation, annual across-the-board wage increases, overtime, rest day and holiday premium and night shift differentials, vacation and sick leaves, emergency leave, educational leave, military leave, union leave, education and research fund for the union, bonuses and allowances, transportation.

Annex 2.6: The Role and Functions of the Department of Labor and Employment

A. Primary Responsibility of the DOLE

- The promotion of gainful employment opportunities and the optimization of the development and utilization of the country's manpower resources;
- The advancement of worker's welfare by providing for just and humane working conditions and terms of employment; and
- The maintenance of industrial peace by promoting harmonious, equitable, and stable employment relations that assure equal protection for the rights of all concerned parties.

B. Functions

- Enforce social and labor legislation to protect the working class and regulate the relations between the worker and his employers;
- Formulate and recommend policies, plans and programs for manpower development, training, allocation, and utilization;
- Recommend legislation to enhance the material, social and intellectual improvement of the nation's labor force;
- Protect and promote the interest of every citizen desiring to work locally or overseas by securing for him the most equitable terms and conditions of employment, and by providing social and welfare services;
- Regulate the employment of aliens, including the enforcement of a registration or work permit system for such aliens, as provided for by law;
- Formulate general guidelines concerning wage income policy;
- Recommend necessary adjustments in wage structures with the view to developing a wage system that is consistent with national economic and social development plans;
- Provide for safe, decent, humane and improved working conditions and environment for all workers, particularly women and young workers;
- Maintain a harmonious, equitable and stable labor relations system that is supportive of the national economic policies and programs;
- Uphold the right of workers and employers to organize and promote free collective bargaining as the foundation of the labor relations system;

- Provide and ensure the fair and expeditious settlement and disposition of labor and industrial disputes through collective bargaining, grievance machinery, conciliation, mediation, voluntary arbitration, compulsory arbitration as may be provided by law, and other modes that may be voluntarily agreed upon by the parties concerned; and
- Perform such other functions as may be provided by law

C. The Different Bureaus of the DOLE

- ***Bureau of Labor and Employment Statistics (BLES)***

The Bureau of Labor and Employment Statistics is primarily responsible for the production and analyzes of labor and employment statistics. It coordinates the statistical activities in the DOLE and exercises technical supervision over its counterparts in DOLE offices and agencies. It disseminates statistical information on labor and employment resulting from its activities.

The BLES has the following functions:

- a.) Formulate, develop, and implement plans and programs on the labor statistical system in order to provide the government with timely, accurate and reliable data on labor and employment;
- b.) Conduct nationwide surveys and studies which will generate trends and structures on labor and employment;
- c.) Develop and prescribe uniform statistical standards, nomenclatures and methodologies for the collection, processing, presentation and analysis of labor and employment data;
- d.) Establish appropriate mechanisms for the coordination of all statistical activities in the Department and for collaboration with other government and private agencies including international research organizations in the conduct of surveys and studies in the area of labor and employment;
- e.) Disseminate statistical information and provide statistical services or advice to the users by establishing a data bank and issuing the Bureau's statistical materials and research findings;
- f.) Develop and undertake programs and projects geared toward enhancement of the technical competence of the Department on theories, techniques and methodologies for the improvement of the labor statistical system;
- g.) Monitor and exercise technical supervision over the statistical units in the Department and its agencies;
- h.) Perform such other functions as may be provided by law or assigned by the Secretary.

Legal Bases

- Revised Administrative Code per Executive Order No. 292
- Executive Order No. 126 as amended by Executive Order No. 251

- ***Bureau of Labor Relations (BLR)***

The Bureau of Labor Relations performs primarily policy and program development and advisory functions for the Department in the administration and enforcement of laws relating to labor-management relations.

The BLR has the following basic functions:

- a.) Set policies, standards, and procedures on the registration and supervision of legitimate labor union activities including denial, cancellation and revocation of labor union permits, collective bargaining agreements, and examination of financial records of accounts of labor organizations to determine compliance with relevant laws;
- b.) Provide proper orientation to workers on their rights and privileges under existing laws and regulations, and develop schemes and projects for the improvement of the standards of living of workers and their families; and
- c.) Perform such other functions as may be provided by law or assigned by the secretary.

Legal Bases

- Article 275, Labor Code and Executive Order No. 49
- Article 226, labor Code
- Article 231, Labor Code
- Executive Order No.180
- Administrative Code of 1987
- Article 273, Labor Code

- ***Bureau of Local Employment (BLE)***

The Bureau of Local Employment performs primarily policy and program development and advisory functions for the Department relative to employment promotion and administration and enforcement of laws relating to local recruitment and placement, alien employment and apprenticeship.

The BLE has the following basic functions:

- a.) Formulate policies, standards and procedures on productive manpower resources development, utilization and allocation;
- b.) Establish and administer a machinery for the effective allocation of manpower resources for maximum employment and placement;
- c.) Develop and maintain a responsive vocational guidance and testing system in aid of proper human resources allocation;
- d.) Regulate and supervise private sector participation in the recruitment and placement of workers, locally, under such rules and regulations as may be issued by the Secretary;

- e.) Establish and maintain a registration and/or work permit system to regulate employment of aliens;
- f.) Develop and maintain a labor market information system in aid of proper manpower and development planning;
- g.) Formulate employment programs designed to benefit disadvantaged groups and communities; and
- h.) Perform such other functions as may be provided by law or assigned by the Secretary.

Legal Bases

- Article 12 of the Philippine Labor Code States: “It is the policy of the state - : to promote and maintain a state of full employment through manpower training, allocation and utilization”.
- Article 15 reads: “The Bureau of Employment Services shall be primarily responsible for developing and monitoring a comprehensive employment program. (Executive Order No. 797, May 1, 1982, created a Bureau of Local Employment to assume the functions of the Bureau of Apprenticeship and the domestic employment functions of the Bureau of Employment Services.)
- ***Bureau of Rural Workers (BRW)***

The Bureau of Rural Workers performs primarily policy and program development and advisory functions for the Department in the administration and enforcement of laws relating to rural workers.

The BRW has the following basic functions:

- a.) Assist rural workers, displaced farmers, and migratory workers in seeking gainful employment;
- b.) Conduct studies and draw up programs for re-training of displaced agricultural workers;
- c.) Coordinate with regional offices and local government units in preparing a census of rural workers seeking employment; and
- d.) Perform such other functions as may be provided by law or assigned by the Secretary.

Legal Bases/Brief History

- PD 1365, issued on May 1, 1978, “Creating the Rural Workers’ Office in the Department of Labor and for Other Purposes”
- E.O. No. 779, issued on March 9, 1982, classifying the Organizational Structures of the Rural Workers Office in the Ministry of Labor and Employment and For Other Purposes”
- E.O. 126, issued on January 30, 1987, Sec. C, “Reorganizing the MOLE and for Other Purposes”
- E.O. 292, dated 21 September 1987 (Section 19, Chapter 4, Title 7, Book IV) Otherwise known as the Administrative Code of 1987.

The BRW started as the Rural Workers Office (RWO) in December 1974, by virtue of P.D. 621. It was tasked to help in the social uplift of the sugar workers through the Social Amelioration

Program (SAP), which supervision and implementation was given to the Department of Labor. The functions and concerns of the RWO was expanded by P.D. 1365 in May 1978 to cover rural workers outside the sugar industry, and to include socio-economic programs outside the Social Amelioration Program. In March 1982, E.O. No.779 elevated the RWO into a Bureau.

- **Bureau of Women and Young Workers (BWYW)**

The Bureau of Women and Young Workers performs primarily policy and program development and advisory functions for the Department in the administration and enforcement of laws relating to working women and young workers for the protection and promotion of their welfare and interest.

The BWYW has the following basic functions:

- a) Formulate policies and promulgate orders, rules and regulations implementing the provisions of the Labor Code affecting working women and minors;

Set standards which shall protect the welfare of the working women and minors, improve their working conditions, increase their efficiency, secure opportunities for their profitable employment and find ways for their economic, educational, social and cultural advancement;
- b) Prepare and recommend to the Secretary of Labor and Employment, the approval and issuance of such rules and regulations necessary in the interpretation of all laws relating to the employment of women and minors;
- c) Undertake studies and submit recommendations on the employment of women and minors in commercial, industrial and agricultural establishments and other places of work;
- d) Provide legal and technical assistance on matters relating to working women and minors;
- e) Act as the government's clearinghouse of all information relating to working women and minors;
- f) Undertake development studies on the training needs of women and minors and develop programs and projects to enhance their productivity and effective participation in community developments;
- g) Protect every child employed in the movie, television, radio and entertainment industries against exploitation, improper influences, hazards and other conditions or circumstances prejudicial to his physical, mental, emotional, social and moral development;
- h) Undertake projects and in-service training programs for working children to improve their potentials for employment and their capabilities and physical fitness, increase their efficiency, secure opportunities for their promotion, prepare them for more responsible positions and provide for their social, educational and cultural advancement, in cooperation with labor and management; and

- i) Perform such other functions as may be provided by law or assigned by the Secretary.

Legal Bases

- 1987 Philippine Constitution
Art. II, Sections 13 & 14 “State recognition of the vital role of women and the youth in the nation building”
- Art. XIII, Sec. 14 “Protection of women by providing safe and healthful working conditions
- Labor Code of the Philippines (Title III – Working Conditions for Special Groups of Employees
Chapter I, Articles 130-138 “Employment of Women”
Chapter II, Articles 138-140 “Employment of Minors”
Chapter IV “Employment of Homeworkers”
- R.A. No. 679, April 15, 1952 “Women and Child Law”
- R.A. No. 2714, June 18, 1960 “Creating the Bureau of Women and Minors under the DOLE”
- E.O. No. 292 – Administrative Code of 1987 “Defining the functions of the Bureau of
- ***Bureau of Working Conditions (BWC)***

The Bureau of Working Conditions performs primarily policy and program development and advisory functions for the Department in the administration and enforcement of laws relating to working conditions.

The BWC has the following basic functions:

- a) Develop and prescribe safety standards, measures and devices; promote safety consciousness and habits among workers; develop and evaluate occupational safety and health programs for workers;
- b) Develop plans, programs, standards and procedures for the enforcement of laws relating to labor standards, including the operation of boilers, pressure vessels, machinery, internal combustion engines, elevators, electrical equipment, wiring installations, and the construction, demolition, alteration and use of commercial and industrial buildings and other workplaces;
- c) Prepare rules and regulations, interpretative bulletins and legal opinions relating to the administration and enforcement of labor standards, and provide manuals and plan programs for the training of field personnel; and
- d) Perform such other functions as may be provided by law or assigned by the Secretary.

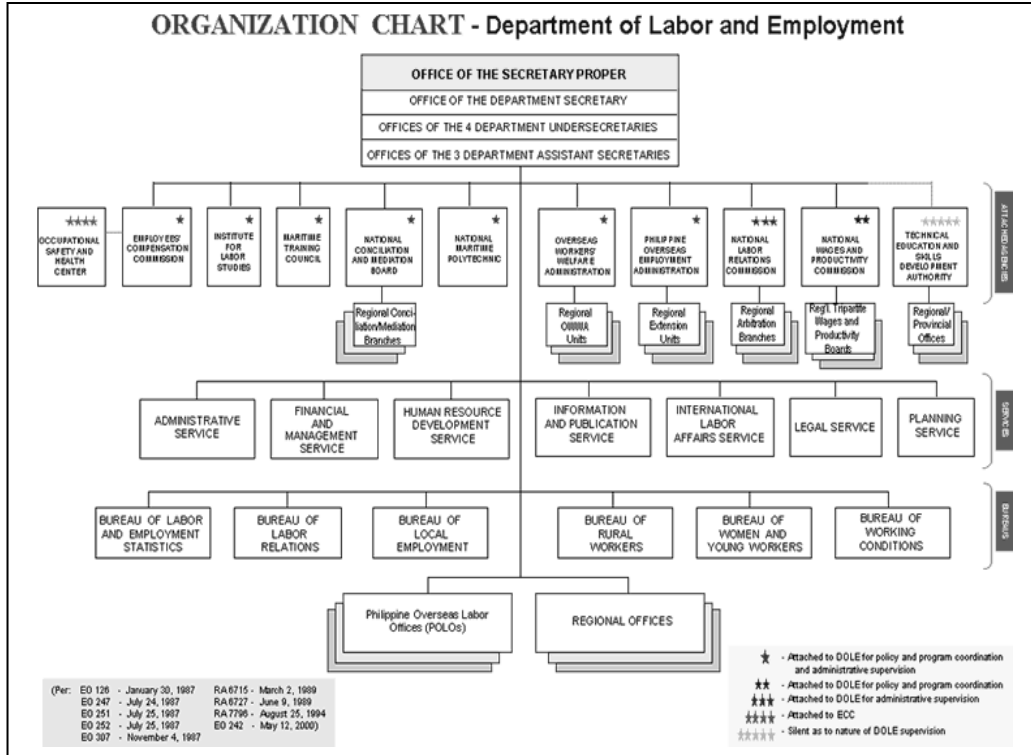
- ***Legal Bases/Brief History***

In May 1982, the Bureau of Labor Standards which was created in June 1957 under Reorganization Plan No. 20-A was renamed the Bureau of Working Conditions. The Bureau performs all functions in relation to the formulation of policies and enforcement of labor standards performed by the Wage Administrative Service and the Industrial Safety Division of the Bureau of Labor.

Since its creation in 1957, the BLS underwent several structural changes which include the following:

1. In November 1960, the BLS' Women and Minors Division was eliminated from the BLS and elevated to the status of a bureau now known as the Bureau of Women and Young Workers.
2. By virtue of an Executive Order, a wage board coordination section was added to the BLS (Wage and Hour Division) but which section was later abolished and its functions transferred to the Wage Commission, the predecessor of the present National Wages Council.
3. The Agricultural Wage Section was abolished and its basic functions were transferred to the new Rural Workers Office in 1975.
4. In May 1982, by virtue of Executive Order No. 797, the Labor Standards Commission attached to the BLS was abolished as the conferment of its functions in reviewing decisions on money claims cases by the Regional Offices was declared invalid by the Supreme Court.
5. In the same Executive Order No. 797, the BLS was renamed the Bureau of Working Conditions. Subsequently, a new Labor Standards Research Division was added to the BWC.

Annex 2.7



Source: www.dole.gov.ph

Annex 3.1: Ginintuang Masaganang Ani (GMA)

Banner program: the Ginintuang Masaganang Ani (GMA)

Nature of the program: The GMA will be the banner program for agricultural development under the present administration. The GMA is a transitional blueprint for putting AFMA to work. As such, it will focus on achieving food security and poverty alleviation, with the LGUs (local government units) and other stakeholders developing their own plans and programs suitable to their respective localities. Such plans and programs should be able to ensure food security by increasing productivity in irrigated areas, while addressing poverty alleviation by providing support to marginal areas to empower those who have the least.

The program envisions a modernized and productive agriculture and fishery sector, being able to provide food at prices affordable to all, especially the marginalized sectors, which will eventually be empowered as the benefit from responsive support services provided them.

To attain security and competitive self-sufficiency in rice, the agriculture sector should modernize productivity in corn and other feed crops, promote diversification in resource-poor; lowland and upland ecosystems without access to irrigation, promote livestock enterprise development, and foster the recovery and eventual growth of the fisheries sector through stratified targeting; this way, interventions that will be introduced will be more responsive to farmer's needs.

To these ends, the following objectives could be attained: food security; poverty alleviation; sustainability of natural resources base; social equity; and global competitiveness.

These objectives can be attained if the macroeconomic policy environment is favorable for agriculture to move forward. More so, when public investments are adequate for the delivery of the vital support services for agriculture to prosper, this creates a lasting, positive impact on the lives of farmers and fishermen, which in turn will help accelerate the overall growth and development of the economy.

Policy and strategic framework: Food security and poverty alleviation top the political agenda of the present administration. It means ensuring the availability and accessibility of food to all consumers and at the same time protecting the welfare of Filipino farmers. Thus, making the country self-sufficient in food becomes the principal strategy in attaining food security. Adopting the strategy of self sufficiency enhances the country's capability in producing most of its food requirements and protecting them from the vagaries and uncertainties of the world market, which is plagued by a decreasing food supply. Enhancement of profits and incomes of farmers and fisherfolk becomes an implicit goal as well.

The immediate concern is to specifically address direct investments in support of the following: protection and development of watersheds; proper management of agricultural land and water resources; establishments and rehabilitation of irrigation systems; providing marginalized sectors preferential access to productive assets; and providing other essential measures and support services. Providing affordable, available, adequate and accessible food supplies at all times is of course, paramount.

People empowerment will enable all citizens to participate in the formulation of plans and policies, decision-making, implementation, and includes giving them access to information. Strengthening the partnership of the agriculture department with local institutions, particularly LGUs and non-government organizations and people's organizations (NGOs and POs) and the private sector is a strategic move in improving the country's agricultural productivity and food security.

Coverage and targets: The program will eventually cover all agricultural commodities - crops, livestock and fish - in the Network of Protected Areas for Agriculture and Agro-industrial Development (NPAAAD) and SAFDZs. But for the GMA transition period which covers the months of October 1998 to June 1999, the activities will focus on the phasing out of the Gintong Ani Programs and the phasing in of the envisioned AFMA plans and programs.

Strategies : The major strategies which the GMA program would utilize are :

- *Participatory approach.* This means participatory planning, implementation and monitoring and evaluation would be done with all stakeholders. SUCs, NGOs and farmer's group would be active participants in the GMA program. Program areas, strategies and interventions would be identified with them. The main input for identifying GMA interventions is the local development plan of the provinces.
- *LGU-led program implementation.* The local government units would be the lead players in the implementation of the GMA program. The DA (Department of Agriculture) and DILG (Department of Interior and Local Government), along with other concerned agencies will provide the necessary technical and financial support.
- *Area-based approach.* The GMA program would identify interventions based on the domain specificity of the program areas. A situation analysis would be required focusing on the water, soil, climate, production, human resources, processing and marketing endowments of the program area. The comparative advantage or competitive edge as well as the scale economies present in the area, among others, will be the central criteria in the selection of program areas/interventions.
- *Capability-Building.* The GMA would promote local capability-building in the areas of participatory planning -implementation, monitoring, evaluation, research and extension, processing, marketing and entrepreneurship, among others.
- *Focused targeting.* Programs would be developed based on the situation of the people. Programs catering to the poor as well as the big farmers would be designed. Programs would be identified for "winners" or impact areas and also for marginal areas.
- *Productivity improvement.* The GMA program would promote sustainable development not only in terms of environmentally-sound interventions but also in terms of project viability. Interventions, which would be identified, should be sustainable, meaning they should be worth continuing in terms of profit, management and resources.
- *Counterpart schemes.* The DA, DILG, other concerned agencies and LGUs would enter into program financing arrangements which would entail counterpart funds from each partner, to be stipulated in a memorandum of agreement. The counterpart amount would be based on the partner's capacity. Contributions in kind, such as personnel, facilities and services are included.

Annex 3.2: Highlights of the Status of Activities Under the IRR of the AFMA (As of December 31, 2002)

Strategic Agriculture And Fisheries Development Zones

- The following activities were completed:
 - *identification of SAFDZ areas*
 - *NPAAAD maps for the whole country*
 - *digitization of the regional SAFDZ maps. Of which, copies of digital maps in CD format were given to DA-Regional Field Units.*
- The Integrated Development Plans for three (3) SAFDZ pilot areas under the PPAPS II Project and six (6) pilot areas under the FORD SAFDZ Project have been prepared. A total of eighty-six (86) model farms were established in seven (7) regions. One hundred sixty-one (161) potential model farms have been identified by DA-RFUs.
- NPAAAD & SAFDZ maps are available to the public.
- DAR issued Administrative Order No.1, Series of 1999 on March 30, 1999 on the revised rules and regulations on the conversion of agricultural lands to non-agricultural uses.

Agriculture And Fisheries Modernization Plan

- The Agriculture and Fisheries Modernization Plan is being disseminated.
 - Preparation of a plan for the participatory planning and capability building activities under the AFMP is completed. • Reading and other information materials for planning activities have been prepared.
 - The MOA between DA and NEDA on the Resource Management Plan Performance Monitoring Indicator System was approved and signed. A draft Users' Manual for the Plan Performance Monitoring Indicator System (PPMIS) was prepared.
- CREDIT
- The design and the operating policies and procedures of the Agro-Industry Modernization Credit and Financing Program (AMCFP) have been approved and issued.
 - The joint circular between DA, DOF and DBM on the transfer of DCP funds into the AMCFP was already approved and signed by the DA and DOF secretaries. However, DBM raised some comments on the said circular.
 - The design of the AMCFP MIS has been completed.

The Review Steering Committee has accepted the results of the review of the mandates, charters and programs of LBP, PCIC, GFSME, Quedancor, and ACPC. The report has been submitted to

the DA Secretary, the Congress and the DA-PAS.

- Implementing guidelines for the setting of variable grace periods on the repayments of loans to long-gestating agriculture and fisheries projects were already issued.
- Quedancor accredited 28 lending entities on its Wholesale Guarantee Program and released a total of P4.35M on its Retail Guarantee Program.

- The membership of Quedancor Board was expanded to include the presidents of the League of Provincial Governors and the Rural Bankers Association of the Philippines.

Irrigation

- The NIA draft bill proposing additional members to the Board of Directors was submitted for deliberation to the Cabinet Cluster A in 1999 and to the House Committee on Agriculture during the 11th Congress. Draft bill is being readied for re-filing in the 12th Congress.

- The rehabilitation programs for existing irrigation systems of both locally-funded and foreign-assisted projects were incorporated into the NIA's medium term plan. Rehabilitation of communal irrigation systems started in 1999 under the Balikatan Sagip Patubig Program (BSPP) where DA/NIA, LGUs and Irrigators' Associations (IA) shared the cost of rehabilitation programs.

- Research and Development activities are being conducted to improve the management, and to determine the effectivity and efficiency of irrigation systems. Pilot testing of volumetric pricing as basis for ISF collection is on going.

- The guidelines on simplified public bidding of irrigation projects were approved by the Board of Directors last September 27, 1999. The bidding process in the IRR of PD 1594 as amended last July 2000 is now being implemented. The electronic bidding is being prepared.

- The turnover of secondary canals and on-farm structures of national irrigation systems to the IAs is on-going. The proposed Irrigation Management Transfer (IMT) policies and guidelines are being finalized.

- The approved Selection, Prioritization and Implementation Guidelines for Groundwater Irrigation Project (GIP) were disseminated to provincial irrigation offices.

- The rates for Irrigation Service Fees (ISF) were reverted back to the 1975 rates. These rates shall apply to all standing crops effective January 1, 2002.

Information And Marketing Support Service

- The DA-AMAS' organizational structure is being implemented. However, the organization of appropriate personnel in the RFUs into the Agribusiness and Marketing Assistance Division (AMAD) is still being finalized.

- The inventory and assessment of the utilization levels of all post-harvest facilities owned by

NFA, FTI, PFDA and other government agencies have been prepared and are for further evaluation.

- The activities on the design of the National Marketing Assistance Program (NMAP) by DA-AMAS are on-going.
- Domestic fairs and exhibits were held to promote the marketing of various agricultural and fishery commodities and products.
- The National Marketing Umbrella (NMU) Board of Directors was organized. Meetings and consultations with concerned entities were conducted. • BAS has done web maintenance and various web enhancements. These include updates on its media situationer, price watch, and statistics on-line for fisheries and cereals. Likewise, it has developed its web-based systems for cereals (palay), livestock and poultry.
- The special order defining/adapting organizational strategy to operationalize the NIN was approved and distributed. Likewise, the memorandum circular establishing the guidelines in the acquisition of IT equipment/infrastructure was approved and disseminated to all concerned DA units.
- The upgrading/expansion of the NIN/DA communication backbone is on-going. • The bidding for the development of Market Information Dissemination Scheme/Information Kiosks in 5 pilot sites is on going.
- The transfer of supervision of the OSEC Library from the Administrative Service to the DA-ITCAF is completed.

Other Infrastructure

- The draft of the agriculture and fishery infrastructure plan has been prepared.
- Activities for the strengthening of the agricultural and fisheries engineering capacities are on going.
- The DA-Planning Service, in coordination with agencies concerned, undertakes the assessment of rural infrastructure services, policies and regulations, while the DA-Field Operations Service monitors the operational activities. On the other hand, the DA-Policy Analysis Service handles information on policy and legislative matters relating to infrastructure concerns.
- A total of P700 Million was allocated to finance the construction/rehabilitation of an estimate 673.24 kms. of farm-to-market roads. These involve a total of 468 projects nationwide.
- Collaborative arrangements have been forged among LGUs, DA-RFUs, PSAE and BPRE to jointly undertake the nationwide postharvest facility inventory.
- The Postharvest Development Plan with a theme “Assuring Enriched Rural Lives through

Dynamic Farm Level Postharvest Operation” was formulated.

Creation Of The Bureau Of Agriculture And Fisheries Product Standard (Bafps)

- The creation of BAFPS was completed and the appointment of an OIC Director of BAFPS was approved on July 16, 2001. Six (6) staff members were detailed from other agencies. The DA is yet to collapse sixty-eight (68) existing plantilla positions from the different DA agencies as staff support to the bureau.
- BAFPS and BFAD had delineated the specific areas of concern.
- BAFPS had been involved in a number of international standards such as Codex, OIE, ISO, UNECE, IPPC, etc.
- BAFPS involved the participation of GO’s, academic institutions, professional organizations, industry representatives and consumer organization in the drafting of standards for banana (saba and/or cardaba) and fresh durian.
- The Philippine positions for Codex Committee on Methods of Analysis and Sampling had been prepared.
- The listing of products to be covered by BAFPS had been completed.

Human Resource Development

- NAFES Committee headed by CHED Chairman Ester Garcia, approved the NAFES Plan on June 23, 2000. The plan includes:

(a) preparation of curricula that tackles agriculture and fisheries;
(b) the network of National Centers of Excellence; and the
(c) formulation and implementation of the NIHRDP.

- Expansion of existing programs of scholarships for degree and non-degree training in agriculture and fisheries for technical, scientific and extension workers in the Department as well as practitioners in agriculture and fisheries is ready for implementation and waiting for fund release.
- Two (2) separate boards, the Board of Agriculture and the Board of Fisheries, were created under the supervision and control of PRC.
- The first Licensure Examinations for agriculturists and agricultural engineers are tentatively set on July 7-9, 2003 and on July 17-18, 2003, respectively. • The first Licensure Examination for fishery technologists is tentatively set on October 1-2, 2003 but is still subject to the final approval of the Board of Fisheries.

Research And Development

- The Council for Extension, Research and Development in Agriculture and Fisheries (CERDAF) was created through Executive Order No. 127. DA Administrative Order No. 24 designated an Undersecretary and Regional Technical Directors for Research and Development.
- Twenty (20) National Integrated RDE Agenda and Programs and 27 Regional Integrated RDE Agenda and Programs were approved for implementation.
- BAR's Manual for Administrative and Financial Management Vol. II was finalized. • BAR adopted the R & D networking system of PhilRice.
- The guidelines on planning and implementation of agriculture and fishery research were completed.
- Station/center masterplans for Regional Integrated Agricultural Research Centers (RIARCs) were prepared. They will serve as basis for approving the investments for infrastructure development.
- Central Luzon cluster institutions were interconnected with line connection to BAR. Likewise, USM and SEMIARC were interconnected for internet service sharing.
- Completed researches from DA and other R & D implementing units were inputted into the M & E systems of BAR.
- Financial support had been provided to 16 scientific and professional societies and 22 R&D institutions/agencies.

Extension

- Guidelines for the planning and implementation of agriculture and fishery extension were distributed to DA extension agencies.
- The Agriculture and Fishery Participatory Planning Manual for LGUs and other information materials on local agriculture and fisheries development planning have been issued. Distribution is on-going.
- Reading and other information materials on local agriculture and fisheries development planning had been prepared.
- Granting of development communication support through tri-media for nationwide extension system continues.

Rural Non-Farm Employment

- Basic Needs Program (BNP) was submitted to the Secretary of Agriculture on August 13, 1999

and was approved by the COCAFAM on March 30, 2000. Sec. Leonardo Montemayor approved the implementation of the BNP subject to fund availability.

- Based on the Core Group meetings of the Rural Non-Farm Employment-Basic Needs Program, the areas targeted for the initial implementation of BNP were changed to Pangasinan, Capiz and Misamis Oriental.

- Farmers Information Technology Service (FITS)/Techno Pinoy one-step shop has been set up across all regions in collaboration with PCARRD-assisted research consortia.

Trade And Fiscal Incentives

- A public hearing on the items covered by Executive Order 133 as recommended by the Task Force on Tariff Exemption for Fisheries and Agriculture Modernization (TF-TEFAM) was conducted by the Tariff Commission last June 28, 2001. Amendments were made as per Executive Order No. 127.

- Certificates of Accreditation (CA) and Certificates of Eligibility (CE) were reviewed, evaluated, monitored and issued to qualified private enterprises applicants.

Appropriations

- The proposed Public Investment Plan submitted to NEDA includes the budget of:

Year 2003 - P15.5 B

2004 - P14.9 B

2005 - P16.5 B

- The DA has proposed a total of P29.02 billion in the President's budget for CY 2003. For this year's GAA, the DA has a total budget allocation of P14.44 billion for the implementation of AFMA.

Source: <http://www.nafc.com.ph/afma.php>

Annex 4.1: Non-Traditional Trade Union Services: The KMPI Case

The Kaunlaran ng Manggagawang Pilipino, Inc. (KMPI) or more popularly known as the Workers' Fund is a private, non-stock entity established in May 1, 1990 by the major labor centers in the country, namely the Federation of Free Workers (FFW), the Lakas Manggagawa Labor Center (LMLC), and the Trade Union Congress of the Philippines (TUCP). It was established to serve as the common delivery mechanism for non-traditional trade union services.

While labor organizations/trade unions are traditionally into activities such as wage negotiation, collective bargaining, and promotion and protection of workers rights, the KMPI is into the extension of services that are not usually covered by labor organizations/trade unions.

It is the priority of the KMPI to:

- Undertake other socio-economic projects that will improve the social and economic well-being of the members
- Promote livelihood projects among the democratic labor centers and their affiliate unions
- Undertake projects that will provide workers with affordable housing units
- Promote all types of workers' cooperatives, including labor-owned and labor-managed enterprises
- Promote workers' education

To concretize these objectives, the KMPI is currently implementing two (2) major programs: the Cooperatives/Enterprises Development Program and the Pabahay Program. The KMPI has also gone into bulk-purchasing, warehousing and wholesaling of consumer goods for distribution to workers-initiated retail outfits, and is presently evolving a social insurance program for workers.

The target clientele of these programs are the members of the principal organizational constituency of the KMPI, namely: the Federation of Free Workers (FFW), the Lakas Manggagawa Labor Center (LMLC), and the Trade Union Congress of the Philippines (TUCP). The membership of these organizations extend beyond the formal labor sector (the trade unions) to cover also the informal sector (transport organizations, vendors organizations, micro-enterprise operators, etc.), community-based organizations (local-based craft organizations), and sectoral and thematic organizations such as those for women and the youth.

The policy direction of the KMPI is set by an 11-member Board of Trustees (BOT), nine (9) of whom are representatives of the three (3) principal labor centers of the KMPI. The KMPI BOT is also assisted by selected Technical Committee members, who are also representatives of the principal labor centers.

The KMPI programs are described in detail below.

Cooperatives/Enterprises Development Program (CEDP)

The KMPI envisions workers forming social enterprises and setting up cooperatives. It sees social enterprises and workers-initiated cooperatives the opportunity to reform the pattern of ownership of the means of production and exchange. Social enterprises may serve as a means to spread wealth more widely and more equitably, and this trickles down to the workers, not just by earning decent wages accorded to them by wage negotiations and collective bargaining, but also by becoming owners of enterprises themselves.

Under the CEDP therefore, the KMPI provides technical and training assistance in the formation and operational management of cooperatives and workers enterprises. Technical assistance span's the pre-organizational activities for the registration of workers' cooperatives or enterprises, consultancy for on-going ventures, record keeping and financial management, and business development. It covers the areas related to the management, marketing and production aspect of the cooperative/enterprise operation.

The organizations being covered under this program range from simple plant-based credit and/or consumers cooperatives initiated by the workers, to production firms that are owned and managed by the workers. Another specific area of concern is the promotion of community-based enterprises in the KMPI Workers Villages.

Pabahay (Socialized Housing) Program

In partnership with private developers and the housing finance institutions such as the Pag-Ibig Fund, the Workers Village project is being implemented. The Workers Village project assists workers have access to socialized housing projects.

The KMPI, in coordination with the principal labor centers and their affiliate unions, informs the members of available housing packages, processes loan application documents of interested members and coordinates the turnover of housing units to qualified applicants. The four (4) existing Workers Villages are located in San Jose del Monte Bulacan (WV I and WV II); Dasmariñas, Cavite (WV III); and Tanza, Cavite (WV IV).

The KMPI continues to evolve schemes that will respond to the need of workers for affordable shelter. It adopts approaches that are most suitable to the needs and capacities of the specific group of members in need of housing. It also engages in policy advocacy to ensure that the workers' need for housing is adequately addressed by government and policy-makers.

Annex 4.2: Case Study: The Story of the Diffun Credit and Development Cooperative*

The territory is mainly an agricultural locale. The land is conducive for growing a variety of crops – whether rice, coffee, peanuts, bananas. Though there are professionals in other fields, farmers and small agri-entrepreneurs make up most of the province's population. In Diffun, which is one of its municipalities, the residents are engaged primarily in rice and corn growing as a source of livelihood.

These people in the province of Quirino are usually in need of funds for their projects. They used to address their financial needs and get capital for their ventures by borrowing through the five-six system (*in which a debt must be paid with the amount of the principal, plus 20 percent interest*). Thus, the residents of Diffun and its neighboring towns needed a financial institution that would cater to their requirements of credit with minimal interest.

With the help of the Diffun Credit and Development Cooperative (DICREDECO), which covers 70 barangays in Quirino's six municipalities, people have since become exposed to diversified sources of financing.

The cooperative was born on July 2, 1988. It was first named Diffun Credit Cooperative, Inc. (DCCI) and was registered at the Department of Agriculture on December 9, 1988. The first set of officers served voluntarily. They formulated the governing by-laws and articles of incorporation and worked on policies that would govern the co-op's overall operations.

Participants, who came mostly from the farmer sector, were engaged in DCCI's first actual business transactions on October 1988. The 51 initial members, who were mainly teachers and farmers, provided a share capital of P5,040 for the co-op's operation.

To augment its resources and be able to efficiently provide farmers with capital for crop production, DCCI availed of trust fund and financial assistance from other organizations including the World Vision International and the Tabuk Multi-Purpose Cooperative Union.

In 1990, the Land Bank of the Philippines granted DCCI an initial loan of P360,740 in support of the co-op's farmer members under its crop production loan program. The Bank continues its support to the cooperative to this day. Apart from credit assistance, LANDBANK lends a hand to the co-op management team and officers technically by sponsoring seminars, free consultations and audit.

Soon, the DCCI's operation which was concentrated in the municipality of Diffun, became provincial-wide. The co-op's General Assembly on March 1992 paved the way for the amendment of its Constitution and By-Laws. DCCI assumed the name Diffun Credit and Development Cooperative (DICREDECO) and was registered at the Cooperative Development Authority on March 26, 1991.

Today, because of its successful business operations, DICREDECO is considered as one of Region II's biggest and multi-awarded cooperatives. Its total membership stood at 1,113 as of 2001. From its initial share capital of P5,040, the co-op's total assets is posted at P36.3 million, with a paid-up capital of P15.2 million in the same period.

DICREDECO extends several benefits and incentive programs to its members, including loans (petty cash loan, emergency loan, regular loan, special loan, salary loan, micro credit program, agricultural loan, livelihood loans for Agrarian Reform Beneficiaries, commodity loan, appliance and furniture loan), deposits (savings deposit and time deposit), mutual aid benefit, human resource management, Life Accident Burial Benefit and Mutual Assistance System, Coop Loan Protection Plan/Loan Redemption Fund, trucking services, scholarship, health care assistance, and product marketing assistance.

In 2001, DICREDECO extended a total of P37.1 million in loans through which 2,160 co-op members benefited. Ms. Joji Joy de la Cruz, 35, General Manager of DICREDECO is proud to note that because of the services offered by the co-op, the living standard of the members and many others in the community have significantly improved.

Ms. Marcy Foryasen, 29, who became a DICREDECO member in 1996, observed: "With the presence of the co-op, many livelihood projects emerged. Townspeople were taught that more could be earned in other endeavors. Members of the cooperative started raising pigs. Others invested in aquaculture and the rest invested in small-scale industries."

DICREDECO's main business is relending. By extending crop production and livelihood loans and by providing for its members a micro-credit program, the co-op earned P2.3 million in 2001. This accounted for 95 percent of the co-op's net income for the year, which stood at P2.4 million.

But more than being a source of funds in times of need, co-op members consider DICREDECO as family. “I found the right peer group. I am now a member of a family who is actively responding to the social and economic needs of our community,” Ms. Foryasen said.

DICREDECO’s financial stability enables it to shell funds for community services. It is actively involved in activities such as anti-drug abuse campaign, community-based health programs (including immunization, child feeding, family planning and medical missions), environmental sanitation projects (such as regular street cleaning, canal dredging, provision of garbage cans around the community and environmental re-greening), Christmas outreach, sports development programs and campaign on peace and order.

*Excerpted from Borja, Melissa G., Romero F. Lopez and Noel D. Antonio. Profiles of Success. Manila: Land Bank of the Philippines, 2002.

Annex 5.1: FAO: Building Partnership for Food Security in the Philippines

The *Food and Agriculture Organisation (FAO)* is involved in 21 ongoing national projects in the Philippines with a combined budget of US\$16.4 million in support of the government’s Medium-Term Philippine Development Plan, 2001-2004. The Arroyo administration is pursuing the implementation of the Agriculture and Fisheries Modernization Act, which focuses on the agricultural sector as the center of efforts to poverty and unemployment.

Assistance to Agrarian Reform

The FAO-assisted projects in agrarian reform – the Sustainable Agrarian Reform Communities – Technical Support to Agrarian Reform and Rural Development (SARC-TSARRD) and the Support to Asset Reform Through the Comprehensive Agrarian Reform Programme and Development of Indigenous Communities (SARDIC) – greatly influenced the orientation of agrarian-reform beneficiaries from kitchen-oriented producers to market-oriented entrepreneurs.

These initiatives in local development planning and farming systems development in selected agrarian reform communities (ARCs), including several agri-business contracts finalized between ARB cooperatives and agri-business firms, have shown that with proper motivation, ARB could produce high-value crops not only for the domestic market but for international export as well.

Technical Cooperation Programmes

All of FAO’s ongoing Technical Cooperation Programmes (TCPs) are being implemented with the Department of Agriculture, most of which are instrumental in the development of bigger follow-up programmes or projects.

Take the case of the study on Control of Varroa Mites and Other Diseases of Honeybee, which resulted in the passage on 10 August 2001 of Republic Act 9151 – creating the National Apiculture Research, Training and Development Institute (NARTDI) at the Don Mariano Marcos

Memorial State University in Bacnotan, La Union. The Institute conducts and coordinates researches in apiculture and packages and disseminates appropriate technologies, including the establishment of satellite centers in strategic areas. The TCP-assisted project also established demonstration colonies in two model coconut farms being assisted by the Philippine Coconut Authority (PCA).

When the program for the Emergency Supply of Agricultural Inputs in Conflict-Affected Areas of Central Mindanao was established, the Department of Agriculture complemented it with PhP10 million to be used in areas not covered by the TCP project.

Approved Projects

Last year, the FAO-approved projects were:

- Strengthening the Devolved Agricultural Extension Services in Support of the Agriculture and Fishery Modernization Act
- Emergency Supply of Inputs in Conflict-Affected Areas of Central Mindanao
- Strengthening the Foundation of Lasting Peace and Development in Mindanao (particularly in providing the initial resources and services for the sustainable livelihood component of the GOP-UN Multi-Donor Programme)
- Technical Support to Agrarian Reform and Rural Development
- Control of Foot-and-Mouth Disease in the Philippines.
- Sustainable Agrarian Reform Communities-Technical Support to Agrarian Reform and Rural Development
- Peanut Production in Nueva Ecija
- Beekeeping and Watermelon Production Integrated Farming System
- Establishment of Community Fruit-Tree Nursery
- Small-Scale Facility for the Preparation of the Report on World Food Summit (WFS)
- Small-Scale Facility for the Preparation of Food Insecurities and Vulnerability Indicators Mapping System (FIVIMS)

Projects for Approval:

Still awaiting approval are the following:

- Philippines-Australia Technical Support to Agrarian Reform and Rural Development
- Farm Income Diversification and Market Development
- Supply of Basic Agricultural Inputs to Typhoon-Affected Farmers in Benguet Province
- Sustainable Forest Management, Poverty and Food Security in Upland Communities in the Philippines

Projects in the Planning Stage:

Already in the planning stage are:

- Environmental Protection and Biodiversity in Support of Livelihood Activities in Mindanao
- Emergency Supply of Rice Seeds to Conflict-Affected Areas of Central Mindanao

- Strengthening and Expanding Sustainable Livelihood Pilot Projects in the
- Special Zone for Peace and Development (SZOPAD) of Southern Philippines
- Proposal to Maintain the Foot-and-Mouth Disease-free Status of Mindanao
- Rehabilitation of Agriculture Infrastructure in Flood-Affected Areas of Benguet Province, Cordillera Autonomous Region
- Rehabilitation and Improvement of Flood Control and Drainage Systems in Selected Municipalities of Benguet
- Integration of Seed Production for Staple Crops in SZOPAD
- Intensification of Lapu-Lapu (Grouper) Cage Culture and Seaweed Production in SZOPAD.

Source: www.fao.org

TABLES

Table 1.1 - Selected Statistics on Philippine Farms, 1960-1991

Item	1960	1971	1980	1991
NUMBER OF FARMS (Million Farms)				
ALL FARMS	2.17	2.35	3.42	4.61
Under 1.00 ha.	0.25	0.32	0.78	1.68
1.00 to 2.99 ha.	1.10	1.12	1.58	1.96
3.00 to 4.99 ha.	0.40	0.56	0.59	0.52
5.00 to 9.99 ha.	0.29	0.24	0.36	0.32
10.00 ha. & over	0.12	0.12	0.12	0.1
AREA BY SIZE (Million Has.)				
ALL FARMS	7.77	8.49	9.73	9.97
Under 1.00 ha.	0.12	0.16	0.37	0.72
1.00 to 2.99 ha.	1.80	1.89	2.52	3.03
3.00 to 4.99 ha.	1.43	2.01	2.07	1.84
5.00 to 9.99 ha.	1.85	1.55	2.24	2.04
10.00 ha. & over	2.58	2.88	2.52	2.32
AREA BY LAND UTILIZATION (Million Has.)				
ALL FARMS	7.7	8.4	9.7	10.0
Temporary Crops	3.7	3.8	4.3	5.3
Idle	1.1	0.7	0.8	0.1
Permanent Crops	1.8	2.5	3.5	4.2
Meadows and Pastures	0.3	0.6	0.5	0.1
Covered with Forest Brown	0.5	0.4	0.3	0.1
All Other Lands	0.1	0.1	0.1	0.1

Source: NSO, BAS

Table 1.2 - Urban and Rural Incidence of Poverty, 1991-2000, (In percent)

	1991	1994	1997	2000/p
Urban	31.1	24.0	17.9	20.4
Rural	48.6	47.0	44.4	47.4

p/preliminary

Source: NSCB; MTPDP 2001-2004

Table 1.3: Annual Growth Rates of Agricultural Production, 1996- 2001

Table 1.4: Agricultural Growth in Selected Asian Countries

Table 1.5: Growth Rates of Gross Added (GVA) in Agriculture and Fishery by Subsector, Philippines, 1997-2001, (At current prices)

Subsector	96-97	97-98	98-99	99-00	00-01
	(in percent)				
Agricultural crops	-1.7	0.4	15.5	0.7	3.1
Palay	-5.4	-19.0	27.6	15.3	0.3
Corn	0.3	-11.6	11.6	13.5	3.7
Coconut	-6.6	38.7	-5.9	-37.3	-6.6
Sugarcane	-10.7	-2.2	13.9	3.2	22.8
Banana	6.0	-0.6	48.5	-16.9	13.8
Other Crops	1.7	7.4	12.8	1.2	2.8
Livestock	8.7	1.7	8.0	6.9	5.8
Poultry	12.6	7.9	-2.2	11.0	14.1
Fishery	3.6	9.2	-1.7	5.1	9.0
Agricultural activities and services	-0.4	2.7	4.8	6.7	8.0
Agriculture a/	1.5	2.6	9.7	3.2	5.4

a/ excluding forestry

Source: Agricultural Indicator System Report No 2002-11, "Economic Growth," December 2002, Bureau of Agricultural Statistics, Department of Agriculture

Table 1.6 - Growth rates of gross value added (GVA) in agriculture and fishery, by subsector, Philippines, 1997-2001, (At constant prices)

Subsector	96-97	97-98	98-99	99-00	00-01
	(in percent)				
Agricultural crops	2.6	-11.9	10.7	3.8	2.8
Palay	-0.1	-24.1	37.8	5.1	4.6
Corn	4.4	-11.7	19.9	-1.6	0.3
Coconut	5.7	-11.9	-9.5	14.1	2.6
Sugarcane	0.4	-18.4	23.5	0.9	3.7
Banana	6.5	-0.7	18.9	5.7	2.7
Other Crops	6.2	-5.7	-5.0	3.0	1.9
Livestock	5.3	3.4	4.5	3.0	3.1
Poultry	6.8	0.6	1.0	5.7	7.8
Fishery	b/	1.0	1.6	1.7	5.6
Agricultural activities and services	2.0	-4.0	-0.5	4.8	5.0
Agriculture/	3.4	-6.5	6.4	3.6	4.0

a/ excluding forestry

b/ less than 0.1 percent

Source: Agricultural Indicator System Report No 2002-11, "Economic Growth," December 2002, Bureau of Agricultural Statistics, Department of Agriculture

Table 1.7: Palay Yield, Philippines and Selected Asian Countries Average 1989-1991 and 1998-2000 (In MT/Hectare)

Table 1.8: Yield Losses (kg/ha) Reported by Farmers from Household Survey, 1992-1994

Table 1.9: Labor Productivity Indicators, 1993-1999 (In percent)

Table 1.10: Share of Selected Philippine Agricultural Export Commodities to World Export Trade, 1997-2001 (In percent)

Table 1.11: Coconut Yield, Philippines and Selected Asian Countries Average 1989-1991 and 1998-2000 (In MT/Hectare)

Table 1.12 - Summary: Agricultural Crop Area

ITEM	1997	1998	1999	2000	2001P	Average	% share
HARVEST AREA							
('000 ha)	12693.6	11040.8	12127.6	11945.7	11939.7	11949.8	100.00
	12.7	11	12.1	12	12		
A. CEREALS	6568.2	5524.2	6642	6248.4	6552	6306.96	52.78
Palay	3842.3	3170	3999.8	4038.1	4065.4		
Corn	2725.9	2354.2	2642.2	2510.3	2486.6		
B. MAJOR CROPS	4949.2	4865.1	4953.6	4925	4922.9	4923.16	41.20
Coconut 1/	3134.4	3115.8	3115.8	3118.8	3119.6	3120.88	63.39
Sugarcane	375.2	343.6	390.3	395	387.1	378.24	7.68
Banana 2/	384.6	353.7	372.1	382.5	386.5	375.88	7.63
Pineapple 2/	42.9	42.9	43.3	43	44	43.22	0.88
Coffee	150.1	148.4	151.3	137	137	144.76	2.94
Mango	124.9	129.8	132.2	133.8	136.9	131.52	
Tobacco	51.1	48.5	47.3	44	40.9	46.36	
Abaca	112.5	106.3	111.4	106.8	107.1	108.82	
Rubber	92.9	93.1	91.5	81	78.1	87.32	
Cassava	230.5	215.3	223.6	210.2	217.2	219.36	
Camote	141.7	130.4	132.3	127.7	124.5	131.32	
Peanut	26.5	25.3	27.2	26.9	26.7	26.52	
Mongo	36.3	37.7	39.3	39.7	37.1	38.02	
Onion	11.9	12.8	9.6	9.6	10.1	10.8	
Garlic	7.9	5.2	3.8	5.3	5.6	5.56	
Tomato	17.1	14.9	16.8	16.7	16.6	16.42	
Eggplant	19	16	19.4	19.9	20.4	18.94	
Cabbage	7.9	7.5	7.6	7.7	7.8	7.7	
Calamansi 2/	17.8	17.9	18.8	19.4	19.7	18.72	
C. OTHER CROPS 3/	1176.1	651.5	532.1	472.3	464.8	659.36	5.52
Other fibercrops	5.9	4.7	4	3.9	3.2		
Other rootcrops and tubers	47.2	41.5	40	40.1	40.1		
Spices	14.2	13.1	14	14.8	15		
Fruit bearing Vegetables	30.6	27.8	30	30	30.6		
Leafy/Stem	16.9	16.2	17.2	17.6	18		

ITEM	1997	1998	1999	2000	2001P	Average	% share
Vegetables							
Other Legumes	20	18.3	18.8	17.9	19.8		
Other Fruits	90.7	92.2	96.8	97.2	101.2		
Other Citrus	16.7	16.8	16.7	16.8	16.8		
Other Non-Food/Industrial							
And Commercial crops	42.3	42.2	40.8	39.2	39.6		
Others	891.7	378.7	253.8	194.8	182.4		

1/ Revised based on BAS-PCA Coconut Production Survey.

2/ Revised due to review and validation funded by GMA- HVCC based on the results of 3 surveys - Barangay Screening Survey, Food Consumption and LGU-led Surveys.

3/ Revised based on data review and validation of each individual commodity group under GMA-HVCC.

P - Preliminary, except for play and corn

Table 1.13 - Labor Force and Employment Status in Agriculture, 1998-2001

Table 1.14 - Employment Statistics (Household Data), All Industries, 1998-2002, (in thousands, except percent)

INDICATOR	1998	1999	2000	2001	2002	Average Annual
						G.R. (%)
Labor Force	29,674	30,758	30,911	32,809	33,936	3.43%
Employed Persons						
BOTH SEXES (000)	26,631	27,742	27,452	29,156	30,062	3.11%
Male	16,714	17,253	17,193	17,923	18,306	2.31%
Female	9,917	10,489	10,259	11,232	11,756	4.43%
ALL AREAS (000)	26,631	27,742	27,452	29,156	30,062	3.11%
Urban	12,628	13,049	13,022	13,762	14,210	3.02%
Rural	14,003	14,693	14,430	15,394	15,851	3.20%
ALL CLASS OF WORKERS (000)	26,631	27,742	27,452	29,156	30,062	3.11%
Wage and Salary Workers	13,285	13,761	13,925	14,438	14,653	2.49%
Worked for Private Households/						
Establishments/Family-Operated Activities	11,203	11,618	11,657	12,102	n.a.	
Worked for Government/Government	2,082	2,143	2,268	2,336	n.a.	

INDICATOR	1998	1999	2000	2001	2002	Average Annual
						G.R. (%)
Corp.						
Own-Account Workers	9,857	10,205	10,183	10,926	11,399	3.74%
Self-employed	8,891	8,864	8,869	9,375	n.a.	
Employers	966	1,341	1,315	1,552	n.a.	
Unpaid Family Workers	3,490	3,775	3,344	3,792	4,009	3.97%
Agriculture, Fishery and Forestry						
BOTH SEXES (000)	10,091	10,774	10,181	10,850	11,122	2.59%
Male	7,522	7,932	7,733	8,085	n.a.	
Female	2,569	2,843	2,448	2,765	n.a.	
ALL AREAS (000)	10,091	10,774	10,181	10,850	n.a.	2.61%
Urban	1,669	1,807	1,701	1,798	n.a.	
Rural	8,422	8,967	8,480	9,053	n.a.	
ALL INDUSTRIES (000)	10,091	10,774	10,181	10,850	n.a.	2.61%
11 Agricultural Crops Production	8,273	8,875	8,387	8,733	n.a.	
12 Production of Livestock, Poultry and other Animals	605	624	515	880	n.a.	
13 Agricultural Services	92	124	89		n.a.	
14 Fishery	1,020	1,072	1,109	1,134	n.a.	
15 Forestry	96	78	79	102	n.a.	
16 Hunting, Trapping and Game Propagation	6	2	3	2	n.a.	
ALL OCCUPATIONS (000)	10,091	10,774	10,181	10,850	11,122	2.59%
<i>Agricultural, Animal Husbandry and</i>					n.a.	
<i>Forestry Workers, Fishermen and Hunters</i>	9,904	10,589	9,989	10,637	10,937	2.64%
Farm Managers and Overseers	46	51	53	n.a.	n.a.	
Farmers	4,685	4,923	4,791	n.a.	n.a.	
Agricultural and Animal Husbandry Workers	4,123	4,521	4,017	n.a.	n.a.	
Forestry Workers	78	63	62	n.a.	n.a.	
Fishermen, Hunters and Related Workers	972	1,032	1,067	n.a.	n.a.	
ALL CLASS OF WORKERS (000)	10,091	10,774	10,181	10,850	n.a.	2.61%
Wage and Salary Workers	2,223	2,492	2,482	2,540	n.a.	4.68%

INDICATOR	1998	1999	2000	2001	2002	Average Annual
						G.R. (%)
Worked for Private Households/						
Establishments/Family-Operated Activities	2,203	2,480	2,465	2,524	n.a.	
Worked for Government/Government Corporations	20	12	18	16	n.a.	
Own-Account Workers	5,177	5,384	5,192	5,500	n.a.	2.12%
Self-employed	4,631	4,507	4,325	4,453	n.a.	
Employers	546	877	867	1,047	n.a.	
Unpaid Family Workers	2,692	2,899	2,507	2,810	n.a.	2.08%

Note: 1. Based on 1997 PSIC and 1995 Census; 2. Data for 2001 was recomputed using 1997 PSIC; 3. Data for 2002 is based on 1994 PSIC, and may not be comparable in certain respects to previous years

Source: BLES-DOLE Yearbook of Labor Statistics, 2002; Updated Phil. Yearbook of Industry Statistics, 2002 and BLES Labstat, January 2003

Table 1.15: Employment in Crop Farms, 1969-1973 (May series in percent)

Table 1.16: Sources and Average Levels of Annual Income (1975) per H.A.Z. per Rural Household in Pesos (Western Visayas)

Table 1.17 - Land Acquisition and Distribution, by Land Type, By Region, By Year, (Hectares; 1972 - December 2002)

Region	Working Scope	Total Accompl (to Date)	Year										
			1986	1987	1988	1989	1990	1991	1992	1993	1994		
PHIL. (excl. ARMM)	4,156,204	3,235,782	64,047	44,045	134,589	110,826	181,126	275,568	257,231	401,009	426,304		
PHIL. (incl. ARMM)	4,428,357	3,368,104	70,178	44,081	142,079	118,092	191,903	293,219	267,381	411,960	433,678		
LUZON	1,299,176	1,120,187	33,798	20,959	60,720	51,383	67,175	89,092	91,767	121,427	150,039		
CAR	77,856	77,586	51	433	116	191	293	1,131	5,106	3,130	7,704		
1	140,340	116,588	279	1,175	10,728	4,882	5,594	5,792	9,420	14,861	21,743		
2	300,055	301,396	14,785	12,648	9,880	13,589	18,847	29,868	23,787	46,544	48,846		
3	405,290	363,614	12,431	5,915	33,797	21,228	20,119	20,481	34,217	34,890	47,069		
4	375,635	261,003	6,252	788	6,199	11,493	22,322	31,820	19,237	22,002	24,677		
BICOL-VISAYAS	1,565,764	924,600	9,663	16,129	24,918	30,150	26,974	73,975	69,765	124,225	117,625		
5	453,769	220,945	4,254	11,645	9,783	12,362	6,468	12,909	13,082	24,445	19,447		
6	559,688	290,436	4,594	3,098	6,999	7,403	8,538	26,749	35,094	48,318	20,582		
7	166,802	105,992	236	954	2,607	2,100	2,976	6,676	7,736	13,525	11,386		
8	385,505	307,227	579	432	5,529	8,285	8,992	27,641	13,853	37,937	66,210		
MINDANAO	1,291,264	1,190,995	20,586	6,957	48,951	29,293	86,977	112,501	95,699	155,357	158,640		
9	187,889	204,937	77	1,084	2,672	6,349	8,119	25,104	38,498	28,600	34,531		
10	269,799	246,712	6,520	2,402	15,073	4,659	37,700	26,774	17,244	21,427	28,950		
11	202,279	184,419	8,923	1,685	4,102	2,162	7,703	14,129	15,869	25,346	24,392		
12	431,035	375,829	3,297	652	18,543	12,113	22,817	21,658	11,416	34,589	48,721		
13	200,262	179,098	1,769	1,134	8,561	4,010	10,638	24,836	12,672	45,395	22,046		
ARMM	272,153	132,322	6,131	36	7,490	7,266	10,777	17,651	10,150	10,951	7,374		

Source: Department of Agrarian Reform

Table 1.17 - (continued)

Region	Year										Balance	% Share
	1995	1996	1997	1998	1999	2000	2001	2002				
PHIL. (excl. ARMM)	281,916	268,731	206,923	137,358	132,069	110,478	101,824	101,738	920,422			
PHIL. (incl. ARMM)	289,324	300,195	210,126	137,358	132,069	110,478	104,261	111,722	1,060,253	100.0		
LUZON	108,801	96,945	68,484	43,762	36,226	28,494	24,034	27,081	178,989	16.9		
CAR	7,133	8,551	23,917	7,957	3,399	2,753	2,925	2,796	270	0.0		
1	18,133	15,187	2,802	1,025	927	903	697	2,440	23,752	2.2		
2	23,196	14,435	8,246	10,547	9,306	5,794	5,130	5,948	(1,341)	-0.1		
3	41,025	31,064	17,406	10,804	10,726	8,587	6,966	6,889	41,676	3.9		
4	19,314	27,708	16,113	13,429	11,868	10,457	8,316	9,008	114,632	10.8		
BICOL-VISAYAS	53,304	71,842	76,187	52,471	49,198	42,376	41,564	44,234	641,164	60.5		
5	14,166	17,658	18,333	14,883	12,576	7,953	9,874	11,107	232,824	22.0		
6	14,151	16,331	27,463	19,721	13,815	10,084	12,419	15,077	269,252	25.4		
7	7,982	11,762	8,160	7,870	5,032	4,956	5,988	6,046	60,810	5.7		
8	17,005	26,091	22,231	9,997	17,775	19,383	13,283	12,004	78,278	7.4		
MINDANAO	119,811	99,944	62,252	41,125	46,645	39,608	36,226	30,423	100,269	9.5		
9	16,956	10,924	11,123	5,433	4,354	4,155	3,257	3,701	(17,048)	-1.6		
10	20,159	16,313	11,725	9,641	8,931	8,414	6,983	3,797	23,087	2.2		
11	17,665	13,883	13,972	7,601	7,257	7,760	6,616	5,354	17,860	1.7		
12	52,879	47,190	18,920	13,028	22,652	16,344	16,295	14,715	55,206	5.2		
13	12,152	11,634	6,512	5,422	3,451	2,935	3,075	2,856	21,164	2.0		
ARMM	7,408	31,464	3,203				2,437	9,984	139,831	13.2		

Source: Department of Agrarian Reform

Table 1.19 - Landless Rural Workers, 1990, 1995, 2000, (In '000)

	Total Employed in Agriculture			Estimate using Ledesma's Formula			Estimate using Indon-Soco Formula		
	1991	1995	2000	1991	1995	2000	1991	1995	2000
Philippines	10,403	11,323	10,401	4,161.2 to 5,201.5	4,529.2 to 5,661.5	4,160.4 to 5,200.5	4,934	5,531	5,023
Ncr	37	48	35	14.8 to 18.5	19.2 to 24	14 to 17.5	18	21	19
Car	295	349	291	118 to 147.5	139.6 to 174.5	116.4 to 145.5	12	190	145
Ilocos	695	759	688	278 to 347.5	303.6 to 379.5	275.2 to 344	301	353	329
Cagayan Valley	570	800	666	228 to 285	320 to 400	266.4 to 333	282	472	374
Central Luzon	767	701	683	306.8 to 383.5	280.4 to 350.5	273.2 to 341.5	378	375	342
Southern Tagalog	1,112	1,224	1,062	444.8 to 556	489.6 to 612	424.8 to 531	521	546	479
Bicol	181	985	815	72.4 to 90.5	394 to 492.5	326 to 407.5	95	482	391
Western Visayas	1,198	1,223	1,110	479.2 to 599	489.2 to 611.5	444 to 555	724	755	641
Central Visayas	824	831	785	329.6 to 412	332.4 to 415.5	314 to 392.5	319	305	342
Eastern Visayas	801	863	743	320.4 to 400.5	345.2 to 431.5	297.2 to 371.5	338	396	324
Western Mindanao	497	562	570	198.8 to 248.5	224.8 to 281	228 to 285	221	211	241
Northern Mindanao	222	894	611	88.8 to 111	357.6 to 447	244.4 to 305.5	120	475	339
Southern Mindanao	900	1008	884	360 to 450	403.2 to 504	353.6 to 442	434	515	461
Central Mindanao	511	388	494	204.4 to 255.5	155.2 to 194	197.6 to 247	272	175	232
Armm	465	98	510	186 to 232.5	39.2 to 49	204 to 255	111	35	153
Caraga	-	-	453	-	-	181.2 to 226.5	-	-	211

Source: NSO Integrated Survey of Households Bulletin (1991, 1995, 2000)

Table 1.20 - Percent of Families by Income Class in Rural Area, Agriculture and by Source of Income**Table 1.21:** Evolution of Poverty by Sector and Employment

Table 2.1 - Commercial Farm Deferment (CFD), (As of July 1999)

Region	No. of CFDs	Total Area	Area of Expired CFDs	Area of CFDs not yet expired	Area Already Covered	Area to be Covered
CAR	8	733.1140	17.2394	715.8720	0.0000	733.1140
01	34	1,344.9080	1,023.3180	312.5948	63.8426	69.1804
02	7	250.9576	190.4708	60.4860	59.3052	131.1656
03	31	1,1134.5542	419.4213	564.5405	0.0000	0.0000
04	146	3,695.0000	2,094.000	1,031.0000	436.0000	893.0000
05	9	408.4547	248.5963	159.8584	231.2225	177.2322
06	294	6,964.7370	6,317.0355	647.7015	395.0478	252.6537
07	27	1,059.8050	1,021.6861	48.1189	336.2381	685.4480
08	37	4,546				
09	107	5,752.7700	3,591.1200	2,161.6500	5,423.8200	328.9500
10	68	1,740.6371	1,075.7601	664.8769	429.5232	646.2370
11	1,066	35,120.3577			6,393.0082	
12	71	4,096.6998	4,014.7198	81.9806	3,979.2203	117.4795
13	30	708.0000	591.0000	117.1610	159.0000	160.0000
Total	1,935	77,555.9951	47,417.4646	6,565.8414	17,906.2279	4,194.4604

Source: Department of Agrarian Reform

Table 2.2: Employment, Unemployment, Underemployment (Agriculture and Fisheries), 1998-2001**Table 2.2-A - Employment of Specific Group of Workers, (in establishments employing 10 or over), All Industries, 1992 to 1997**

Indicator	1992	1993	1994	1995	1996	1997
Total Employment (000)	2,504	2,561	2,493	2,692	2,606	2,865
Female Workers	1,018	1,010	933	1,028	973	1,077
Young Workers (15-24 years old)	427	348	342	358	297	385
Minimum Wage Earners	545	461	648	705	640	794
Piece-rated Workers	91	95	91	90	69	89
Commission Workers	90	129	135	143	119	170
Part-time Workers	37	46	37	48	51	63
Casual Workers	102	87	108	119	108	134
Contractual Workers	250	250	197	319	320	401

a Excludes Agriculture, Fishery and Forestry.

Source: Bureau of Labor and Employment Statistics, Survey of Specific Groups of Workers.

Table 2.2-B - Employment of Specific Group of Workers, (in establishments employing 10 or over), Agriculture, Fishery and Forestry, 1992 to 1997

Indicator	1992	1993	1994	1995	1996	1997
Total Employment (000)	123	121	119	143	143	130
Young Workers (15-24 years old)	16	13	12	8	6	10
Minimum Wage Earners	47	41	38	65	44	37
Time-rated Workers	99	85	100	118	118	96
Piece-rated Workers	7	13	20	20	10	8

Task or "Pakyao" Workers	15	16	13	21	16	20
Commission Workers	3	8	8	4	2	7
Part-time Workers	1	A	a	1	3	1
Casual Workers	15	7	5	6	7	7
Contractual Workers	10	9	4	9	8	12

a Less than 1,000 workers.

Source: Bureau of Labor and Employment Statistics, Survey of Specific Groups of Workers.

Table 2.3 - Average Weekly Hours Worked of Total Employed at Work in Agriculture By Major Industry Group, By Major Occupation Group, By Sex. 1998 - 2001 (Household Data)

Indicator	1998r	1999	2000	2001	Average (%)
All Industries	41.8	41.6	42.7	40.9	41.8
Agriculture, Fishery and Forestry	33.6	33.9	35.1	31.4	33.5
Male	35.9	n.a.	37.2	33.7	
Female	26.5	n.a.	28.4	24.6	
All Occupations	41.8	41.6	42.7	40.9	41.8
Agricultural, Animal Husbandry and Forestry					
Workers, Fishermen and Hunters	33.4	33.7	35.0	33.0	33.8
Male	35.8	n.a.	37.1	34.8	
Female	26.4	n.a.	28.2	24.6	
By Area (Normal Hours Worked Per Day)	7.4	N.A.	7.4	7.4	
Urban	8.0	n.a.	8.0	8.0	
Rural	7.0	n.a.	7.0	7.0	
All Class Of Workers (Philippines)	41.8	41.6	42.7	40.9	41.8
Wage and Salary Workers					
Worked for Private Households/ Establishments/Family Operated Activities	45.9	45.7	46.2	44.9	44.7
Worked for Government/Government Corporations	41.2	41.0	41.5	39.7	40.9
Own-Account Workers	40.9	40.8	42.1	40.4	41.1
Self-Employed	40.8	31.9	42.2	40.7	38.9
Employers	42.2	40.5	40.9	37.8	40.4
Unpaid Family Workers	31.6	31.6	33.7	30.4	31.8

*Note: Data are averages for the year, i.e. of January, April, July and October survey rounds.
r Revised.; 2001 data based on 1994 PSIC and exlcludes Fishery. Previous years based on 1977 PSIC
Source of basic data: National Statistics Office, Labor Force Survey. BLES, YLS 1998 n 2002;
Industry Yearbook of Statistics 2002*

Table 2.4 – Palay : Average mandays per hectare by source of labor, by farm activity, by sex, Philippines, 2001

Table 2.5 - Number of Establishments Classified by the Size and by Region: 2000

Region	Total	% Micro	% Small	% Medium	% Large
1. Ilocos	48,584	95.23	4.59	0.11	0.06
2. Cagayan Valley	25,163	96.11	3.71	0.08	0.09
3. Central Luzon	88,536	93.03	6.50	0.25	0.21
4. Southern Tagalog	146,076	93.37	5.94	0.34	0.35
5. Bicol	31,179	94.74	4.96	0.17	0.12
6. Western Visayas	46,346	92.52	6.90	0.33	0.25
7. Central Visayas	49,759	89.78	9.31	0.44	0.47
8. Eastern Visayas	21,399	93.91	5.72	0.23	0.14
9. Western Mindanao	28,783	94.42	5.26	0.17	0.14
10. Northern Mindanao	27,989	92.54	7.02	0.25	0.20

11. Southern Mindanao	48,327	92.32	7.06	0.29	0.34
12. Central Mindanao	21,990	95.48	4.25	0.16	0.10
13. NCR	200,544	83.86	14.68	0.72	0.74
14. CAR	14,565	94.74	4.96	0.16	0.14
15. ARMM	5,516	96.79	2.90	0.16	0.15
16. Caraga	16,196	94.73	4.91	0.17	0.19
Total	820,952	91.08	8.18	0.37	0.36
Outside Of NCR	620,408	93.42	6.08	0.26	0.24

Source: Statistics for Entrepreneurs, NSCB.

Table 2.6 - Distribution of Employment by Size and by Industry: 2000

Psic '94	Number Of Employees				
	Total	Micro	Small	Medium	Large
A	2.3	0.3	2.5	4.1	4.2
B	0.5	0.1	0.9	0.5	0.7
C	0.3	0.1	0.2	0.4	0.6
D	26.9	16.4	23.3	36.2	40.6
E	1.4	0.1	0.9	3.1	2.8
F	2.7	0.4	2.2	3.1	6.0
G	30.3	51.3	26.5	14.1	11.9
H	8.2	12.4	11.0	4.6	1.7
I	5.1	1.9	5.6	5.4	8.4
J	4.4	3.5	7.0	2.6	3.8
K	7.3	4.9	7.0	9.8	9.8
M	4.6	1.0	7.2	10.1	5.5
N	2.7	2.8	2.4	3.8	2.5
O	3.2	4.9	3.2	2.2	1.4
Total	5,902,186	2,165,100	1,522,227	416,686	1,798,173

Source: Statistics for Entrepreneurs, NSCB

Table 2.7 - Average Cost and Returns of Palay Production by Farm Type, Philippines (pesos per hectare) 2001p

Table 2.8 - Average Cost and Returns of Corn Production by Variety, Philippines (pesos per hectare) 2001p

Table 2.9 - How Much Does an Ordinary Coconut Farmer in Quezon Earn?

Table 2.10 - Nominal Minimum Wage Rates for Agriculture in Selected Regions, 2001

Table 2.11 - Trends in Agricultural Wages, Philippines, by Crop, 1999-2000 (in pesos)

Table 2.12 - Average Wage Rate of Farm Workers by Bases of Payment and by Crop, by Man Labor Only, 1999-2001, Philippines

Table 2.13 - Average Wage Rate of Farm Workers by Bases of Payment and by Farm Activity, Philippines

Table 2.14 - Summary Statistics on Child Labor

Table 2.15 - Statistics on Women in Rural Areas and Agricultural Sector, Philippines, 1998 -2001

Item/Year	1998	1999	2000	2001	Ave. Annual GR (%)
Labor Force in rural areas (000)	5302	5580	5476	6082	4.8
Labor Force participation rate (%)	48.4	49.7	47.6	51.8	2.4
Number of Employed in rural areas	4768	5088	4890	5438	4.7
Employment rate in rural areas (%)	89.9	91.2	89.3	89.4	-0.2
Number of unemployed in rural areas (000)	534	492	586	644	7
Unemployment rate in rural areas (%)	10.1	8.8	10.7	10.6	2.6
Underemployed females in rural areas (000)	698	710	665	651	-2.2
Underemployment rate in rural areas (%)	14.6	14	13.6	12	-6.2
Number of employed females in agricultural areas (000)	2,224	2452	2124	2406	3.4
Proportion of employed females in agricultural areas (%)	47	48.2	43.4	44.2	-1.6
Proportion of employed females in rural areas					
as wage and salary earners (%)	18	19.6	21.3	20.1	4.8
own account workers (%)	28.5	27.3	28.5	28.7	0.3
as unpaid family workers (%)	3.9	53.1	50.2	51.2	-1.7
Daily real wage rate of female agricultural workers (P)	79.0	78.21	77.08	-	-1.2
Daily nominal wage rate of female agricultural workers (P)	108.2	114.19	117.4	-	4.2

Table 2.16 - National Roads by Surface Type, 1999-2000 (In percent share)

Table 2.17 - Telephone Lines and Population Distribution by Region as of December 1999 (In Thousands)

Table 2.18 - Three-Tiered Structure of Formal Social Protection in the Philippines

Table 2.19 - Structure of Institutional Social Insurance in the Philippines

Table 2.20 - Social Security Coverage, 1999-2000

Type of Members	1999	2000
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A. SSS	21,316,172	22,621,038
Employees	18,438,707	18,935,128
Regular	18,351,662	18,843,322
Househelpers	87,045	91,806
Self-Employed	2,877,465	3,685,910
Regular	823,323	889,232
Farmers/Fishers	275,966	327,454
Expanded Self-Employed	1,687,406	2,206,098
OFWs	88,432	260,483
Non-working spouse	2,338	2,643
B. GSIS	1,481,219	1,505,617

Source: SSS and GSIS as cited in MTPDP 2001-2004

Table 3.1 - Commodity Targets (Selected Commodities/Low Scenario Only)

Table 3.2 - ADB Projects in the Philippines

Table 5.1 - List of Ratifications of International Labour Conventions, Philippines, Member since 1948, 30 conventions Ratified (28 in force)

C. 17	Workmen's Compensation (Accidents) Convention, 1925 (No. 17)	17.11.1960
C. 19	Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	26.04.1994
C. 23	Repatriation of Seamen Convention, 1926 (No. 23)	17.11.1960
C. 53	Officers' Competency Certificates Convention, 1936 (No. 53)	17.11.1960
C. 77	Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)	17.11.1960
C. 87	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	29.12.1953
C. 88	Employment Service Convention, 1948 (No. 88)	29.12.1953
C. 89	Night Work (Women) Convention (Revised), 1948 (No. 89)	29.12.1953
C. 90	Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)	29.12.1953
C. 93	Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93) Convention not in force	29.12.1953
C. 94	Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	29.12.1953
C. 95	Protection of Wages Convention, 1949 (No. 95)	29.12.1953
C.98	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	29.12.1953
C. 99	Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	29.12.1953
C. 100	Equal Remuneration Convention, 1951 (No. 100)	29.12.1953
C. 105	Abolition of Forced Labour Convention, 1957 (No. 105)	17.11.1960
C. 110	Plantations Conventions, 1958 (No. 110)	10.10.1968
C. 111	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	17.11.1960
C. 118	Equality of Treatment (Social Security) Convention, 1962 (No. 118) Has accepted Branches (a) to (e) and (g) to (i)	26.04.1994
C 122	Employment Policy Convention, 1964 (No. 122)	13.01.1976

C. 138	Minimum Age Convention, 1973 (No. 138) Minimum age specified: 15 years	4.06.1998
C. 141	Rural Workers' Organisations Convention, 1975 (No. 141)	18.06.1979
C. 144	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	10.06.1991
C. 149	Nursing Personnel Convention, 1977 (No. 149)	18.06.1979
C. 157	Maintenance of Social Security Rights Convention, 1982 (NO. 157)	26.04.1994
C. 159	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 23.08.1991 (No. 159)	23.08.1991
C.176	Safety and Health in Mines Convention, 1995 (No. 176)	27.02.1998
C.179	Recruitment and Placement of Seafarers Convention, 1996 (No. 179)	13.03.1998
C.182	Worst Forms of Child Labour Convention, 1999 (No. 182) Denunciation (as a result of Ratification of Convention 138	28.11.2000
C. 59	Minimum Age (Industry) Convention (Revised), 1937 (No. 59) Denounced on 4.06.1998	17.11.1960

Source: ILO

Table 5.2 - Ratifications of the ILO Fundamental Conventions, Asia, (As of 18 Mar. 2003)

	Forced Labour		Freedom of Association			Discrimination			Child Labour	
	C. 29	C. 105	C. 87	C. 98	C. 100	C. 111	C. 138	C. 182		
Fiji	19/04/1974	19/04/1974	17/04/2002	19/04/1974	17/04/2002	17/04/2002	3/1/2003	17/04/2002		
Indonesia	12/6/1950	7/6/1999	9/6/1998	15/07/1957	11/8/1958	7/6/1999	7/6/1999	28/03/2000		
Kiribati	3/2/2000	3/2/2000	3/2/2000	3/2/2000	-	-	-	-		
Papua New Guinea	1/5/1976	1/5/1976	2/6/2000	1/5/1976	2/6/2002	2/6/2000	2/6/2000	2/6/2000		
Philippines	-	17/11/1960	29/12/1953	29/12/1953	29/12/1953	17/11/1960	4/6/1998	28/11/2000		
Solomon Islands	6/8/1985	-	-	-	-	-	-	-		
Cambodia	24/02/1969	23/08/1999	23/08/199	23/08/1999	23/08/1999	23/08/1999	23/08/1999	-		
China	-	-	-	-	2/11/1990	-	28/04/1999	8/8/2002		
Republic of Korea	-	-	-	-	8/12/1997	4/12/1998	28/01/1999	29/03/2001		
Lao PDR	23/01/1964	-	-	-	-	-	-	-		
Malaysia	11/11/1957	Den	-	5/6/1961	9/9/1997	-	9/9/2002	10/11/2000		
Mongolia	-	-	3/6/1969	3/6/1969	3/6/1969	3/6/1969	16/12/2002	26/02/2001		
Myanmar	4/3/1955	-	4/3/1955	-	-	-	-	-		
Singapore	25/10/1965	Den	-	25/10/1965	30/5/2002	-	-	14/06/2001		
Thailand	26/02/1969	2/12/1969	-	-	8/2/1999	-	-	16/02/2001		
Vietnam	-	-	-	-	7/10/1997	7/10/1997	-	19/12/2000		
Afghanistan	-	16/05/1963	-	-	22/08/1969	1/10/1969	-	-		
Bangladesh	22/06/1972	22/06/1972	22/08/1972	22/06/1972	28/01/1972	22/06/1972	-	12/3/2001		
India	30/11/1964	18/105/2000	-	-	25/09/1958	3/6/1960	-	-		
Islamic Rep. of Iran	10/6/1957	13/04/1959	-	-	10/6/1972	30/06/1964	-	8/5/2002		
Nepal	3/1/2002	-	-	11/11/1996	10/6/1976	19/09/1974	30/05/1997	3/1/2003		
Pakistan	23/12/1957	15/02/1960	14/02/1951	26/05/1952	11/10/2001	24/01/1961	-	11/10/2001		
Sri Lanka	5/4/1950	7/1/2003	15/09/1955	14/12/1972	1/4/1993	27/11/1998	11/2/2000	11/3/2001		

Den = Denounced

Source: ILO